



## EndoSoft Limited

### Modern Slavery & Human Trafficking Statement

Reporting Period: 2026 – 2027

#### 1. Introduction & Organisational Structure

EndoSoft Limited is a UK-based software and IT consultancy organisation operating primarily within the United Kingdom. EndoSoft Limited forms part of the EndoSoft group of companies and is affiliated with Utech Products Inc. The organisation provides digital products and services through a professional, office-based workforce.

EndoSoft Limited is committed to preventing modern slavery, forced labour, child labour, and human trafficking and to acting ethically, transparently, and responsibly across its operations and supply chains.

#### 2. Policy Framework Supporting Modern Slavery Prevention

EndoSoft Limited's approach is underpinned by eight interlinked policy categories:

- Global Human Rights Policy
- Ethics Policy
- Code of Business Conduct
- Juvenile Labor Policy
- Supplier Code of Conduct – Freely Chosen Employment
- Supplier Ethics Policy
- Responsible Minerals Policy
- Reporting, Whistleblowing & Non-Retaliation Mechanisms

These policies collectively establish expectations for ethical conduct, human rights, labour standards, supplier behaviour, reporting, and enforcement.

#### 3. Risk Assessment and Risk Management

The organisation assesses the risk of modern slavery within its direct operations as low due to its digital service model and UK-based workforce. Potential risks may arise indirectly through parts of the supply chain such as IT hardware, cloud hosting, and professional services. A proportionate, risk-based approach is applied to manage these risks.

#### 4. Due Diligence and Supplier Controls

EndoSoft Limited communicates labour and human rights expectations through supplier policies and contractual terms. Suppliers are expected to comply with prohibitions on forced labour, child labour, recruitment fees, and retention of identity documents. Where

concerns are identified, corrective action may be required, including contract termination for serious breaches.

#### 5. Training and Awareness

Modern slavery awareness is embedded within EndoSoft Limited's ethics and compliance framework. Employees are expected to understand company policies, act ethically, and raise concerns where risks are identified. Suppliers are also expected to align with labour and human rights standards.

#### 6. Reporting, Enforcement, and Remediation

Confidential reporting channels allow employees, suppliers, and stakeholders to raise concerns without fear of retaliation. All reports are investigated appropriately and may result in remediation, supplier engagement, or termination.

#### 7. Monitoring, Effectiveness, and Key Performance Indicators (KPIs)

EndoSoft Limited monitors the effectiveness of its modern slavery approach using proportionate KPIs:

KPI 1 – Policy Review: All modern slavery-related policies are reviewed at least annually.

KPI 2 – Supplier Coverage: Active suppliers are covered by supplier codes and ethics policies.

KPI 3 – Risk Identification: Modern slavery risks identified through review and engagement.

KPI 4 – Reporting: Use of confidential reporting mechanisms for labour or ethical concerns.

KPI 5 – Corrective Action: Supplier non-compliance addressed through remediation or termination where required.

KPI 6 – Governance Assurance: Completion and review of the UK Government Modern Slavery Assessment Tool (MSAT).

KPI 7 – Training and Awareness: Inclusion of modern slavery awareness within employee induction and ethics communications.

#### 8. Continuous Improvement

EndoSoft Limited is committed to continuous improvement by reviewing policies annually, engaging suppliers on ethical standards, and strengthening oversight proportionately as the organisation evolves.

#### 9. Approval

This statement is approved by the management of EndoSoft Limited and reflects the organisation's commitment to preventing modern slavery and human trafficking.

Signed: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_